



premier

Office Of The Premier
PROVINCE OF KWAZULU-NATAL

RESPONSES ON THE 2018 WORKERS' PARLIAMENT RESOLUTIONS

HELD AT MDUKU MUNICIPALITY, UMKHANYAKUDE DISTRICT MUNICIPALITY

18-19 MAY 2018

**THEME: " IMPLEMENT THE NATIONAL MINIMUM WAGE IN HONOUR OF THE
CENTINARÝ OF OUR STRUGGLE ICONS AS WE BUILD ETHICAL
GOVERNANCE AND STIMULATE ECONOMIC GROWTH"**

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
AGRICULTURE AND RURAL DEVELOPMENT	1) The relevant authorities should consider providing counselling to beneficiaries about how best to deal with large sums of money and how to utilise them for their benefit.	<ul style="list-style-type: none"> • The Department of Rural Development and Land Reform has a programme that deals with post settlement support for the recipient of land restitution. • The DARD when transferring grant funding to its beneficiaries provides financial management skills through its multi- disciplinary teams that oversee how the people how manage the grants. The grants are disbursed in tranches in line with the funding requirements as outlined in the grant transfer agreements that is linked to the business plan that are signed between the department and beneficiaries. • The multi- disciplinary team forming the steering committee for each project, meet regularly with the beneficiaries during the life of that grant to ensure that the funds are spent in line with the transfer agreement and business plan. • The utilization of the grants for each transfer agreement is audited by the department at the end of each financial year.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
	<p>2) The Department of Agriculture and Rural Development must strengthen its monitoring capacity of these programmes in order to ensure that the intended beneficiaries receive the assistance that they require and also maintain the sustainability of these programmes.</p>	<ul style="list-style-type: none"> • The Department has developed good tools for reporting on service rendered to clients. Clients receiving production inputs, mechanization services or any other amenities are required to confirm the receipt of such a service by signing on a report form. This is to control that services are not directed to the same individuals but everyone is serviced. • Extension officers which are servicing the communities at ward level have a responsibility of servicing everyone regardless of the position or status of the client. If there are any cases of irregularity, community members are encouraged to report such cases for investigation. • The department has an internal control section which assists in identification of risks and other potential threats.
<p>AGRICULTURE AND RURAL DEVELOPMENT</p>	<p>3) The Department of Agriculture and Rural Development must come up with a strategy to address farm killings in all its shapes and forms.</p>	<ul style="list-style-type: none"> • Even though it is not the Department's mandate to address crime issues, but, it is willing to do everything in its powers to address farm killings. DARD believes that much progress can be achieved through good relations between itself and the department of Community Safety and Liaising as a result the Department is represented in the Justice and Crime Prevention Cabinet Cluster (JCPS)

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
	<p>4) The Department of Agriculture and Rural Development must provide training to EPWP workers on indigenous trees and plants that have traditional significance to some members of society so as to preserve and protect them.</p>	<p>To this end the DARD has prepared a Draft MOU with the Department of Community Safety and Liaison that will be finalised in May 2020.</p> <ul style="list-style-type: none"> • Currently the Land Care Programme is training project beneficiaries on the identification of invader/alien plant species as well as indigenous plant species; however, the traditional significance of indigenous plant species has not been covered. This will be included in the 2019-20 financial year when new projects commence with implementation. • Land Care Programme has provided training for the beneficiaries which has significantly improved the general awareness and the identification of alien plants as well as indigenous species. Fourteen (14) projects implemented in 2019/20 through EPWP have benefited from this awareness.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
AGRICULTURE AND RURAL DEVELOPMENT	<p>5) a).The Department of Agriculture and Rural Development together with the Department of Education must consider building at least one agricultural high school in each of the eleven municipal districts in KwaZulu-Natal.</p> <p>b).The Department of Agriculture and Rural Development together</p>	<ul style="list-style-type: none"> • The establishment of an Agricultural High School is a sole mandate of the Department of Basic Education. The two departments need to sign a Protocol Agreement that will define clear roles of each department. • The DARD delivered a programme in which four government agricultural high schools and one non-government agricultural high school were supported according to business plans that they developed. The aim of the programme was to capacitate the schools to improve upon their ability to deliver practical agricultural training of students. Interventions were based on five pillars being, Improvement of infrastructure, ICT, Agro-processing, Capacity Development and Community Engagement. The programme was conducted in collaboration with Department of Education between 2015/16 and 2018/19. <p>An MOU is key to any collaboration that the two departments get into. Before the lockdown, a meeting plan was in progress between the Chief Directors of DARD and DoE. This would be the first step towards an MOU including the contents of the document. This will be pursued once working conditions allow</p>

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE												
AGRICULTURE AND RURAL DEVELOPMENT	<p>with the Department of Education must consider providing the necessary equipment and facilities to all schools that used to offer agriculture as a lesson in uMkhanyakude and other districts.</p> <p>c).The Department of Agriculture and Rural Development together with the Department of Education must provide the number of Grade 12 learners that have registered to write agriculture examinations in 2018/19 financial year in KwaZulu-Natal.</p> <p>6) The Department of Agriculture and Rural Development must start working on a plan of</p>	<p>including meeting are opened the visits to the schools in that fall under this programme.</p> <ul style="list-style-type: none"> Below is the number of students who registered courses with the Department of Education that aligned to the agriculture sector. <table border="1" data-bbox="1108 574 2004 1077"> <thead> <tr> <th>Subject Description</th> <th>Entered 2018</th> <th>Entered 2019</th> </tr> </thead> <tbody> <tr> <td>Agricultural Management Practices</td> <td>744</td> <td>1215</td> </tr> <tr> <td>Agricultural Sciences</td> <td>21971</td> <td>22408</td> </tr> <tr> <td>Agricultural Technology</td> <td>77</td> <td>138</td> </tr> </tbody> </table> <p>About 1,399 farms were provided by the DALRRD that are part of the land reform programme. The department of Agriculture and Rural Development (DARD) has assessed 1,220 farms in 11 (eleven) KZN districts including</p>	Subject Description	Entered 2018	Entered 2019	Agricultural Management Practices	744	1215	Agricultural Sciences	21971	22408	Agricultural Technology	77	138
Subject Description	Entered 2018	Entered 2019												
Agricultural Management Practices	744	1215												
Agricultural Sciences	21971	22408												
Agricultural Technology	77	138												

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
AGRICULTURE AND RURAL DEVELOPMENT	<p>action to utilise land for the benefit of all the people immediately after the expropriation of land without compensation has been approved by Parliament.</p>	<p>costing the activities that can bring these farms to production. These farms were screened and visited individually to gather information on:</p> <ul style="list-style-type: none"> • Various aspects of operations, • levels of production, • sustainability of the agricultural enterprises, • financial support, • business support, • social conflict, • investment required, • potential for restoration and other related activities. <p>The key findings include among others the following:</p> <ul style="list-style-type: none"> • Most farmers lack access to structured markets owing to various factors including limited access to market information (no access to market intelligence systems). • Poor management of farm resources including dilapidated or vandalised infrastructure. • High levels of stock theft threatening the sustainability of the livestock sector in the province.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
AGRICULTURE AND RURAL DEVELOPMENT		<p>The report is now ready to be presented before the ESID Cluster and the Cabinet</p>
	<p>7) The Department of Agriculture and Rural Development must ensure that once those graduates are placed, they are well taken care of and not abused or taken advantage of by their hosts.</p>	<ul style="list-style-type: none"> • The Department has placed more than 200 graduates in the Districts across the Province. Each student receives a stipend from the Department of Agriculture and Rural Development • The KZN DARD will ensure, as far as it is within its means that the graduates are looked after and their well-being is catered for by hosts. This is done through a host of intent agreements that are signed by every host at the beginning of the process. The employment agreements between DARD and the graduates are also carefully monitored. Reports from farmers/host employers/mentors as well as graduates will also be a means to monitor the wellbeing of the graduates. The wellbeing and growth of the graduate remains to be the priority of the DARD. • The Department has placed more than 90 graduates in the Districts across the Province. Each student receive a stipend from the Department of Agriculture.
	<p>8) There is an urgent need to provide water reticulation in</p>	<ul style="list-style-type: none"> • The Department uses the Bio-Resource information to select the commodity suitability per District. In District where there is minimum

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
	<p>uMkhanyakude if all the poverty alleviation interventions that the government has put in place are to be sustained and have the intended impact.</p>	<p>rainfall, dry land crops are planted and in some areas irrigation system is provided by the Department.</p> <ul style="list-style-type: none"> • The provision of water reticulation is not the mandate for the Department of Agriculture and Rural Development. • The Department supports a number of Irrigation Schemes in the district by providing infrastructure for irrigation in order to promote food security. • The Department uses the Bio-Resource information to select the commodity suitability per District. • The provision of water reticulation is not the mandate for the Department of Agriculture and Rural Development.
	<p>9) The Department of Agriculture and Rural Development must develop a strategy to assist small scale farmers to access markets where they can sell their products.</p>	<ul style="list-style-type: none"> • The department has Agricultural Economists across the province who provide services to clients which includes assistance with market identification. • Though issues contributing to lack of access to market are broad, the department is always trying to provide assistance to our clients through information sharing and services from the relevant staff • In 2019/20, the Department has prepared a Marketing Plan for the Province.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
		<ul style="list-style-type: none"> The Department has a partnership with the Department of Economic Development Tourism and Environmental Affairs through its RASET programme to facilitate government markets.
ARTS & CULTURE	1) It was resolved that the department must fast-track the implementation of Language Policy	<ul style="list-style-type: none"> The 4th draft of the KZN Use of official Languages Policy, 2018 has been finalised and approved by the MEC for consultations with the external stakeholders. Consultations with the external stakeholders commenced on 26 February 2019 and is ending on 29 March 2019. We anticipate the date for the approval of the reviewed language policy to be 30 April 2019.
	2) The commission resolved that the department must provide a break-down of trained artists and their genre per district	<ul style="list-style-type: none"> We do a listing of artists and report in our quarterly reports. The information is available. We also submit a Portfolio of Evidence (POE) for all districts as per the Annual Performance Plan indicating artists benefiting from capacity building. We disaggregate this information in terms of: <p>Artist Name:</p> <p>Surname:</p>

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
ARTS & CULTURE		Contact: District: Venue: Date: Genre:
	3) The commission resolved that the Department to develop a capacity building on marketing and financial management of artist.	<ul style="list-style-type: none"> The region has devised a programme to address the arts-management training needs throughout the region through innovative education and consulting programs. The programme addresses key arts-management issues (e.g. artistic planning, marketing, fundraising). By investing in arts-management training for small- and mid-size arts organizations, the Department is helping to secure the future of these organizations.
COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS	1) It was resolved that COGTA must submit a report by the next sitting of the Workers'	<ul style="list-style-type: none"> The Department of COGTA conducts the following skills development programmes in respect of its employees: Bursaries: 70 bursaries are currently operational.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
<p>COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS</p>	<p>Parliament on the number of skills development programmes conducted and the number of employees benefited.</p>	<ul style="list-style-type: none"> • Internships: Interns are treated in the same manner as employees regarding skills development. 52 Internships are operational. Included in the Internship Programme are 12 Persons Living with Disabilities. • Employee Courses/Trainings: 35 course types. • There are 527 employees who have benefited (Note: included in the figures is data of courses anticipated between the date of this data collection and the end of Financial Year 2018/2019). • COGTA also operates a Bursary Programme for prospective employees who are unemployed Youth. 162 Bursaries are operational. • In terms of Municipalities, the Department developed a Provincial Capacity Building Strategy in conjunction with other stakeholders in the province, the Department coordinated the development of a Provincial Capacity Building Plan as an output. The plan encapsulates capacity building initiatives of different stakeholders i.e. Sector Departments, SALGA, MISA and LGSETA. • A total of 148 capacity building programmes were rolled out in 2018/2019 by the afore-stated stakeholders.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
<p>COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS</p>		<ul style="list-style-type: none"> • Furthermore, during the 2018/2019 financial year, the following skills development programmes were conducted for Municipal Officials, Councilors, Amakhosi and Youth Entrepreneurs. • Thirty-one (31) Councilors successfully completed the National Certificate: Local Government Councilors Practices and graduated in November 2018. • One hundred and ninety-eight (198) Women Councilors and Twelve (12) Women Amakhosi successfully completed the #Press for Change Women in Leadership Credit Bearing Training Programme and graduated in November 2018. • One Hundred (100) Youth Entrepreneurs trained on the FNB Business Incubator Programme in 2018/2019. The training was sponsored by First National Bank. • The Women in Leadership Dialogue successfully hosted for Women Councilors and Women Amakhosi on 8-9 November 2018. The best practice Women in Leadership Dialogue was shared with other Provinces at the National Capacity Building Forum. • Two hundred and twenty-six (226) Councilors and Municipal Officials attended the Disability Rights Awareness Training.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
<p>COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS</p>		<ul style="list-style-type: none"> • Councilors attended the Reading Financial Statements Training. • Twenty (20) Municipal Officials attended the Records Management Training. <p>b) The Department of COGTA conducted skills audit of Technical Services units and Finance units in different municipalities. Technical skills audit was from the month of June to December 2017.</p> <ul style="list-style-type: none"> • A total of 4 099 employees were audited from 52 municipalities. Two municipalities were not included, (Kwadukuza Local Municipality due to internal issues and EThekwini metro had capacity to conduct the audit). • Finance skills audit was from the month of June to September 2018. A total of 1 724 employees were audited from 46 municipalities. The municipalities which were not included are EThekwini Metro because they have capacity and the 7 challenged municipalities ((Inkosi Langalibalele; Mpofana; Umzinyathi; Emadlangeni; Edumbe; Umkhanyakude and Msunduzi) as their comprehensive skills audit will be undertaken by an independent service provider. <p>As part of the plan all Municipal Skills Development Facilitators (SDFs) will be trained on Gapskill web based tool as follows:</p>

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
<p>COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS</p>	<p>It was resolved that COGTA must conduct a skills audit at Municipalities and monitor the implementation of the Work Skills Programmes (WSPs)</p>	<ul style="list-style-type: none"> ▪ 18-19 June 2019 (EThekwini, UMgungundlovu, Ilembe) ▪ 20-21 June 2019 (UThukela, Amajuba, Umzinyathi) ▪ 24-25 June 2019 (Zululand, Umkhanyakude, King Cetshwayo) and; ▪ 26-27 June 2018(Harry Gwala, Ugu). <ul style="list-style-type: none"> • COGTA is monitoring the implementation of the Workplace Skills Plans (WSPs). All municipalities submitted their training reports as a form of reporting on their implementation of WSPs. Furthermore, COGTA, through the office of the Head of Department has communicated the submission dates of training reports to municipalities for 2019/2020 Financial Year. Those are for 30 June 2019; 30 September 2019; 15 December 2019 and 30 March 2020. <hr/> <ul style="list-style-type: none"> • Unemployed Graduates participate in the COGTA Internship Programme where they acquire work experience and thus build on the content of their Curriculum Vitaes. 52 Internships are operational. Included in the Internship Programme are 12 Persons Living with Disabilities.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS		<ul style="list-style-type: none"> • Work Integrated Learning (WIL) is currently offered mainly in the Town Planning area of study. There are 12 students participating in the programme. • A Data Base of Unemployed COGTA Bursary Graduates has been established. Certain particulars on the Data Base (e.g. age, gender, field of study) are to be placed on the COGTA Internet site to assist any recruiters. This Data Base will also be handed to OTP for inclusion on their revised Provincial Data Base when being consolidated.
	<p>2) It was resolved that COGTA must look at developing an extensive programme that will ensure that jobs are created and graduates get the necessary work experience upon completion of their studies.</p>	<ul style="list-style-type: none"> • Unemployed Graduates participate in the COGTA Internship Programme where they acquire work experience and thus build on the content of their Curriculum Vitae. 52 Internships are operational. Included in the Internship Programme are 12 Persons Living with Disabilities. • Work Integrated Learning (WIL) is currently offered mainly in the Town Planning area of study. There are 12 students participating in the programme. • A Data Base of Unemployed COGTA Bursary Graduates has been established. Certain particulars on the Data Base (e.g. age, gender,

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS		<p>field of study) are to be placed on the COGTA Internet site to assist any recruiters. This Data Base will also be handed to OTP for inclusion on their revised Provincial Data Base when being consolidated.</p>
	<p>3) It was resolved that intense induction programme should be carried out for all abled and disabled incoming new employees into the department so that they know what is expected of them during the execution of their duties.</p>	<ul style="list-style-type: none"> • Municipal Systems Act has been reviewed and proposed amendments have been raised at a National level and have been considered by MinMEC. One proposed amendment will result in Senior Managers, other than Municipal Managers, being employed permanently. This will ensure continuity of management. • COGTA does monitor and support the employment of competent and qualified Senior Managers at the Municipalities. The Department has developed and implemented a vigorous process of assessing all Senior Managers appointments. Such process is in accordance with the provisions of the Municipal Systems Act and Regulations. • The MEC assesses all appointments of Senior Managers to ensure that individuals appointed possess the prescribed qualifications, experience and competencies.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS		<ul style="list-style-type: none"> • The MEC is empowered to take appropriate steps to enforce compliance, including application to a court for a declaratory order on the validity of the appointment.
	<p>4) It was resolved that COGTA must devise a strategy that will ensure continuity in the workplace should a Municipality Manager (MM) vacate his/her position before the end of term or even after the end of term. All Municipal matters must not be disrupted during the reshuffling processes.</p> <p>It was resolved that COGTA must monitor and support the employment of competent and qualified Senior Managers at the</p>	<ul style="list-style-type: none"> • Funds received from Treasury are set aside for skills development. The COGTA budget defines and delineates the various skills elements as line items. The budget line items are thus: <ul style="list-style-type: none"> ▪ Internships (Youth Graduates). ▪ Bursaries (Youth). ▪ Bursaries (Employees). ▪ Work Integrated Learning students. ▪ Training & Development (Employees). • The funds are reflected on the budget against each line item and the expenditure is monitored by the COGTA Finance component and the relative Responsibility Managers. • In terms of Municipalities, training budget is allocated and spent on training programmes.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS	municipalities and strict measures for renewal of Senior Managers Services (SMS) contracts.	<ul style="list-style-type: none"> This information is reported quarterly to COGTA and used by department to compile District profiles. There is a monitoring tool already existing for this activity.
	<p>5) It was resolved that upon receipt of their equity share from Treasury, government departments must set aside funds for Skills development. A monitoring tool should be formed and conducted by COGTA in that regard.</p> <p>It was resolved that department of COGTA must split the funds basket for employees and for the community members. The share must be separated.</p>	<p>The basket for bursaries is split in the budget under 2 line items:</p> <ul style="list-style-type: none"> Bursaries (Youth). Bursaries (Employees).

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
<p>COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS</p>	<p>6) It was resolved that federations / labourers are made aware of the processes during the recruitment of EPWP workers, and labourers must be made aware of when the appointments are made.</p> <p>Noting that there are some pending cases in which COGTA needs to intervene on EPWPs (Msunduzi case).</p>	<ul style="list-style-type: none"> • The Department hosted the annual Municipal capacity building workshop on the 06 & 07 September 2018. • This technical workshop was followed by the 4th Provincial Summit/Indaba hosted on the 11 & 12 October, 2018 in joint collaboration with the Provincial Department of Public Works. • The labour federation COSATU was part of the Indaba and given a full slot to express its views on public employment programmes. Also, during the said Indaba COSATU was made aware of the processes during the recruitment of EPWP workers. A presentation on recruitment guidelines was done. • All Councillors in the Province were invited to District workshops on EPWP and CWP where open discussions were held on EPWP norms and standards as well as resolving implementation challenges that are leading to challenges with labour unions. • These range of sessions were conducted across the Province with some being presided by the MEC CoGTA and MEC Public Works.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS		<p>MEC letters to the Speakers were also written where there was poor attendance by councillors.</p> <ul style="list-style-type: none"> • The OSS structures are now being utilised as the basis for identification of qualifying participants to avoid conflict in recruitment of participants • EPWP contract period has been revised to one year where applicable to allow rotation of participants. • Municipalities are also being capacitated to avoid the abuse of the programme by not filling posts in approved structures. Where such cases have been reported, COGTA and Public Works have intervened. • The labour federations are continuously being engaged in the dispute case of Msunduzi to ensure that amicable solution is reached. The Msunduzi matter will be going to arbitration in May, 2019.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS	7) It was resolved that all government departments and local government must totally do away with utilizing labour brokers in all spheres of government.	<ul style="list-style-type: none"> The Department does not utilize labour brokers. All approved vacant funded posts are filled in-house by the Recruitment Sub-Unit under Human Resource Administration Unit.
	8) It was resolved that Senior Managers and HODs are present during the Sectoral Parliaments to able to answer to specific questions.	<ul style="list-style-type: none"> The Department always ensures that the HOD and Senior Managers are present at all sector parliament sittings, however where the HOD is unable to attend due to other pressing engagements, he is always represented by a Deputy Director General from the Department.
	9) It was resolved that COGTA must investigate and report on the total cost so far spent on external lawyers.	<ul style="list-style-type: none"> The total cost on external lawyers for the 2018/19 Financial Year is R 6 311 599.96

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
COMMUNITY SAFETY AND LIAISON	1) The commission resolved that they want to see this process of Section 46 of SAPS Act being finalised and implementation process/ plan developed	<ul style="list-style-type: none"> • The process of SAPS Section 46 Act is at Head Office and not yet finalised.
	2) It was resolved that the Department must strategize the formation of Police structures.	<ul style="list-style-type: none"> • The Department through its district office, officials monitors the effective functioning of structures. Further to that structures were inducted to their roles and functioning in December 2018. • The CPF structures are functional at all 184 police station in the province. Monthly meetings are held at station level, Cluster as well as at Provincial level where the Provincial EXCO and Provincial Board conduct meetings on monthly basis. Youth structures are also in place at Clusters Stations and Provincial level. • Awareness campaigns are on-going and are conducted with the involvement of the DOE and other relevant role players. • CPS, CSF and CSS are mandated to be monitored by the department and are properly monitored to date.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
COMMUNITY SAFETY AND LIAISON	SAPS to involve department of Education to conduct awareness campaigns.	<ul style="list-style-type: none"> • SAPS utilises an in-house system to determine the number of posts required at each police station. • Depending on the allocated budget received from Treasury, the department can afford to have a specific number of posts namely the Fixed Establishment. Whenever new additional posts are received, police stations are always prioritised for allocation of posts.
	3) The commission resolved that Community Safety and Liaison Department to procure more vehicles especial 4x4 and recruit more personnel. A turnaround strategy to be provided at the next Workers' Parliament Sitting.	<ul style="list-style-type: none"> • The proper consultation with all police stations is conducted to determine the vehicle needs for all police stations in line with terrain and topography (mountainous etc) before the procurement of vehicles. • Due to limited budget not all the needs could be addressed.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
<p>COMMUNITY SAFETY AND LIAISON</p>	<p>4) The Commission resolved that the Community Safety and Liaison Department should engage the Department of Correctional Services and provide a progress report regarding renovations and construction of the Correctional Services facilities.</p> <p>Also, SAPS as a Department needs to renovate its buildings.</p>	<ul style="list-style-type: none"> • Umkhanyakude Acting District Coordinator spoke with Correctional Service at Emangusi regarding the overcrowding in the police cells. • Department of Public Works is responsible for the renovations and reconstruction of the Correctional Service facilities. <ul style="list-style-type: none"> • The overcrowding of prisoners in police cells is a concern however, during the reporting period, the SAPS has upgraded 29 police stations and cells in these police stations are 5 star specification. • It is however important to note that the balance of the stations cannot all be upgraded simultaneously because of the funding which a challenge is always.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
COMMUNITY SAFETY AND LIAISON		<ul style="list-style-type: none"> • Currently 6 police stations are in execution for upgrading of police cells to a 5 star specification and renovation is in execution phase: <ul style="list-style-type: none"> ▪ Mtunzini ▪ Ezingoleni ▪ Port Edward ▪ Nyoni ▪ Melmoth ▪ Emanguzi • Due to limited funding not all stations can be upgraded simultaneously. • All other remaining police stations are placed in Provincial Priority list.
	5) The commission resolved that the department should revisit training of personnel servicing 10111 and correctly put Proper resources in place.	<ul style="list-style-type: none"> • All personnel placed at 10111 Hotline Service are fully trained to deal with all complaints reported and they are fully aware of what is expected from them in respect of customer service and how to deal will customers. All personnel are also trained in a proper manner in respect of responding to all complaints reported to ensure that all customers are satisfied with responses they received from individuals dealing with complaints.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
COMMUNITY SAFETY AND LIAISON		<ul style="list-style-type: none"> • The Department will carry out a Monitoring & Evaluation exercise at the 10111 units in order to determine the training needs of the members as well as the levels of resourcing at these units in the new financial year. • Once this exercise is completed a presentation will be done to the Provincial Commissioner and his top management on the monitoring findings.
	<p>6) The commission resolved that the department must provide conducive environment for the police to work in, especially basic facilities Infrastructure.</p>	<p>During the reporting period, the following 8 police stations have been upgraded:</p> <ul style="list-style-type: none"> ▪ Madadeni ▪ Gamalakhe ▪ Colenso ▪ Hluluwe ▪ Kwa Mashu ▪ Doonnybrook ▪ Ladysmith ▪ Sawoti <ul style="list-style-type: none"> • All stations are placed on the User Asset Management Plan (UAMP) for repairs, renovations and upgrades.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
COMMUNITY SAFETY AND LIAISON		<ul style="list-style-type: none"> The Province can only prioritise 5 police stations for Capital Works and 5 for repairs and renovation per medium term expenditure framework cycle due to challenges related to funding.
	7) The Commission resolves that in order to make volunteers more effective they will be covered in minimum wage threshold of R3,500	<ul style="list-style-type: none"> Volunteers are recruited based on EPWP guidelines thus their stipend is as per ministerial determination which allows them to be compensated at a rate less than the minimum wage. Currently the stipend is R2185 (1584 volunteers) and 2484 (142 team leaders) for 23 days for 1726 volunteers amounting to 20% of the 2018/19 financial year. Also the departmental budgetary constraints makes it difficult for the department to meet the minimum wage requirement. Currently the stipend for the volunteers is projected to amount to 27% of the departmental budget.
	8) It was resolved to call for more human power and filling of vacant posts at border lines to minimise/ eliminate crime.	<ul style="list-style-type: none"> The district recruited 40 volunteers to monitor boarder post and assist SAPS and SANDS. Measures are in place to address the filling of the vacant posts at borders.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
COMMUNITY SAFETY AND LIAISON	9) The Commission resolved that the Department should relook at demarcations and have more satellite stations with the required and necessary resources for effective policing.	<ul style="list-style-type: none"> • Work study investigations are conducted to determine the feasibility of realigning police boundaries, the establishment of additional service points to bring services closer to the communities which includes the establishment of Satellite Police Stations and Mobile CSC's. • There are 6 Satellite Police Stations and 3 Fully Fledged Police Stations that are approved for implementation which are currently on the Capital Works list. • 46 Satellite Police Stations have been established. • 13 Mobile CSC's implemented. • 65 feasibility studies conducted and approved, however, not implemented due to funds, accommodation, posts. • Currently, there is a moratorium in place with regard to the establishment of new Satellite Police Stations in the SAPS since 2017-10-09

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
EDUCATION	1) The Commission resolved that, the government should speedily ensure incremental introduction of enhanced conditions of service for this vulnerable sector within the employment of the department of education such that the 13th cheque be prioritized in the 2018/2019 financial year.	<ul style="list-style-type: none"> • Conditions of Grade R practitioners are a National competency, as such, Provincial Education Departments (PEDs) only act on the directive of the National Department of Basic Education.
	2) The Commission resolved that, the responsible department should make timeous payment of incentives due to all educators further to ensure that additional budget be sourced from the National Ministry of Basic Education to ascertain implementation of	<ul style="list-style-type: none"> ▪ During the academic year 2018, the Department together with the Unions agreed to tighten up processes for qualifying educators for incentives. Following this process, educators were therefore required to submit their signed contracts before payments can be effected. All educators have been paid for the academic year 2018. ▪ As soon as contracts have been received by the Department, payments are then immediately effected on the System Persal on a monthly basis.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
EDUCATION	the incentive policy in its totality.	
	3) The department should assist by paying nutritional suppliers in time.	<ul style="list-style-type: none"> • Since April 2018, the Department has successfully implemented a plan to pay service providers on time, comprising of the following: <ul style="list-style-type: none"> ▪ Single invoice system ▪ Acknowledgement of receipt form ▪ Scheduled dates for submitting invoices ▪ And advocacy meetings for service providers and principal • After these interventions the department has mitigated against all challenges of delayed payments. Whilst the department cannot adhere to the minimum wage requirement in respect of remuneration for volunteer food handlers due to the requirements of the conditional grant framework. • Plans are afoot to incorporate volunteer food handlers to be paid directly by the department. • The Department has with effect from February 2019 implemented an automated Application Form for 2019/20 financial year which see

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
<p>EDUCATION</p>	<p>Furthermore, in appreciation of the minimum wage determination, food handlers be incorporate into PERSAL system.</p>	<p>schools data (enrolments) for allocation of NSNP budget processed timeously and efficiently resulting in the service providers' appointment letters and orders for payment for the new financial year processed timeously.</p> <ul style="list-style-type: none"> • The wages/stipends for Food Handlers in NSNP are pre-determined by National Department of Basic Education in line with the Conditional Grant Framework which is approved by National Treasury for implementation of National School Nutrition Programme. • The Department will however escalate the resolution to National Department of Basic Education for further consideration and directive on the issue, the matter was raised at the National Annual NSNP Forum which took place on 26 -28 February 2019, the issue of minimum wage determination was discussed and the DBE will take the matter into consideration.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
EDUCATION	The responsible department to take responsibility for stipend payment in line with the new determination.	<ul style="list-style-type: none"> The Department is through its relevant components namely; NSNP, Legal Services, HR and Finance currently giving consideration and exploring the feasible way into which the NSNP Food Handlers can be paid through Persal, it is envisaged for the plan will be finalized and effected by end of the 1st Quarter of 2019/20
	4) The Commission resolved that, all investigations, supply of sanitary towels, corruption cases and suspension of employees be finalised within six months and further that, an independent investigator be procured to deal with these sensitive investigations.	<ul style="list-style-type: none"> All pending matters will be finalized within six months. A panel of investigators will be appointed once all procurement processes have been finalised.
	5) We note the devastating effect caused by austerity measures, however, we stress that the department must achieve at least 70% filling of posts.	<ul style="list-style-type: none"> Following the approval of the Premier and MEC for Finance to fill vacant posts in the Department, a total of 342 funded vacant posts have been advertised. Some have been filled whilst others are still being processed. The Department is working towards ensuring that at least 70% of all advertised posts is achieved by end of April 2019.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
HEALTH	1) The commission resolved that the department must fast-track the filling of vacant posts and the finalization of norms and standards. It was recommended that the process should be fair and transparent to labour unions.	<ul style="list-style-type: none"> • The minimum staffing establishment has been developed and once approved by Provincial Treasury. Posts will be filled subject to the availability of funds. • The process is on-going.
	2) It was resolved that the department must facilitate NHI workshop for unions	<ul style="list-style-type: none"> • A total of 1 025 Officials have been engaged on NHI Bill at Umkhanyakude District. Workshops were conducted in the Umkhanyakude District as follows: <ol style="list-style-type: none"> 1. Mseleni: <ul style="list-style-type: none"> ▪ 13th August 2018 = 30 Officials ▪ 14th August 2018 = 37 Officials ▪ 5th September 2018 = 35 Officials ▪ 6th September 2018 = 7 Officials ▪ 12th September 2018 = 101 Officials ▪ 19th September 2018 = 111 Officials

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
HEALTH		<ul style="list-style-type: none"> ▪ 13th September 2018 = 150 Officials ▪ 11th September 2018 = 177 Officials <p>2. Mosvold:</p> <ul style="list-style-type: none"> ▪ 14th August 2018 = 25 Officials ▪ 15th August 2018 = 40 Officials ▪ 21st August 2018 = 15 Officials <p>3. Bethesda:</p> <ul style="list-style-type: none"> ▪ 16th August 2018 = 21 Officials <p>4. Manguzi:</p> <ul style="list-style-type: none"> ▪ 8th August 2018 = 14 Officials ▪ 14th August 2018 = 14 Officials ▪ 15th August 2018 = 15 Officials ▪ 16th August 2018 = 32 Officials ▪ 17th August 2018 = 7 Officials ▪ 22nd August 2018 = 90 Officials ▪ 27th August 2018 = 16 Officials <p>5. Hlabisa:</p> <p>23rd August 2018 = 30 Officials</p>

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
HEALTH		<p>6. Jozini CHC: 13th September 2018 = 58 Officials</p> <ul style="list-style-type: none"> A workshop with NEHAWU was held on 5th October 2018 at Inkosi Albert Luthuli Central Hospital, which was attended by 29 Union members.
	<p>3) The commission resolved that overtime for nurses remains a challenge and bi-lateral meetings should be held between management and union.</p> <p>Overtime should be applied for two weeks to performing it. Once overtime budget is exhausted then its claiming must be terminated.</p>	<ul style="list-style-type: none"> Where cases are brought to the attention of Head Office: HRMS, they are dealt with accordingly.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
HEALTH	4) The commission recommended to report any acts of medication theft which affect service delivery.	Medicine shortage: <ul style="list-style-type: none"> • Security personnel are stationed outside pharmacies to search staff entering and leaving the Pharmacy. • In some facilities, the security personnel are stationed inside the pharmacy. • Security cameras were on the procurement plan but in the present financial year (2018/19) there were no funds to procure so this has been added to the 2019/20 procurement plan and if the budget is made available this can be procured.
	5) The commission resolved that the department must provide transport to take the patient back home immediately after treatment.	<ul style="list-style-type: none"> • The Department does not have the capacity to transport patients to their respective homes.
	6) The Commission resolved that they need to be sorted as lot of youth and HIV patient have medical reasons for using oral	<ul style="list-style-type: none"> • Currently there is 1.4 months stock of Depo Provera. An order for 500 000 units has been approved. Other forms of contraception are available.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
	contraceptives and do not like to use UCD/Loop.	
HUMAN SETTLEMENTS	1) The Commission resolved that, Government should audit all those buildings for redistribution.	<ul style="list-style-type: none"> • The Department of Human Settlements owns approximately five thousand properties (buildings, houses and vacant land) which form part of its Pre1994 stock (referred to as old stock) via the Housing Fund. • As part of a MINMEC decision to disestablish the Housing Fund, all houses are being transferred to legally qualifying beneficiaries, most of whom have been in occupation of the said properties for long periods of time. • Houses which do become vacant are immediately allocated to the next deserving family as the need far outweighs the availability of low cost accommodation. • Vacant land is either reserved for housing development or devolved to the respective municipality in which it is situated. • The three buildings that were in the ownership of the Housing Fund have been transferred to the Department of Public Works as they did not meet the needs of Human Settlements – these could possibly be utilised for redistribution by Public Works for staff accommodation.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
HUMAN SETTLEMENTS		Hence, there are no vacant properties available for redistribution within the Housing Fund.
	2) The Commission resolved that, government should provide decent accommodation for government and municipal workers whilst in the meantime they may use rental stock to move to better shelter where they will own permanently.	<ul style="list-style-type: none"> • There is currently one project in the province that exclusively aims to address rental accommodation needs for government and municipal workers in the province, Ndumo Community Residential Unit (CRU) project consisting of 150 new CRUs in Jozini Municipality. • The Ndumo Rental Housing Development which is an integrated multi-purpose and multi-sectorial project of the KZN Provincial Government, will address the critical social malaise of rural communities. It aims to integrate development interdepartmentally and including all spheres of government. • The mandate of the Department of Human Settlements in this development was to provide rental accommodation (150 CRU units). As a department a total amount of R87 156 212.93 was approved for the project for planning activities and Construction of the units. The project is now complete and tenanting is expected to commence shortly.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
HUMAN SETTLEMENTS	<p>The Department of Human Settlements to work with other departments in identifying such workers especially those who work far from their homes or in rural areas to be clustered together to avoid scattering.</p>	<ul style="list-style-type: none"> • The proposed rental housing stock will be occupied by mostly public service professionals who earn above the CRU income bracket (R800-R3500) per month. It should be noted that this is a policy deviation. A housing needs assessment was conducted to determine the housing needs of the various government departments who form part of Inkululeko Development Projects. This survey informed the proposed number of units and also gave the Department an understanding of the monthly income of the potential tenants. Due to the remote location of Ndumo the Department has been mandated to provide rental housing to the rural based public service professionals in the Ndumo area as an incentive to attract people to the area even though they earn above the income threshold. <hr/> <ul style="list-style-type: none"> • The rental housing programmes currently under implementation in the province are the following: <ul style="list-style-type: none"> ▪ Community Residential units (R850 to R3500) ▪ Social Housing (R1500 to R15000) <p>It should be noted that the 2 programmes do not only cater for government employees, but rather aim for the integration of society at large.</p>

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
HUMAN SETTLEMENTS		<p><u>Social Housing</u></p> <ul style="list-style-type: none"> • Social housing provides good quality rental accommodation for the upper end of the low income market (R1500 - R15 000). With the primary objective of urban restructuring, creating sustainable human settlements. There are various projects in the province to cater for this market. Government employees earning between R1500 and R15000 can apply when projects are advertised for tenancing in their respective areas. Social housing project are only built in approved restructuring zone only. <p><u>Community Residential Units</u></p> <ul style="list-style-type: none"> • The CRU programme aims to create a sustainable, affordable and secure rental housing option for households earning between R800 and R3500 per month. The project is either developed or managed on provincial/municipal owned land parcels in order to curb the costs in relation to the construction of CRUs. • The implementation of CRU projects is guided by Provincial CRU norms and standards to ensure that the department develops viable and sustainable CRU projects within reasonable cost.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
<p>HUMAN SETTLEMENTS</p>	<p>3) The Commission resolved that, the Department should make a follow-up as to whether the contractors do pay their workers at the end of the day.</p>	<p><u>Department of Human Settlements' Expanded Public Works Programme:</u></p> <ul style="list-style-type: none"> • All EPWP projects under DoHS report the work opportunities at EPWP section. Firstly, when the project starts (EPWP) arrange a meeting with contractors or Implementing Agents (IA) in order to brief them about reporting criteria and to make sure that they submit the reports timeously on monthly basis. • When the project start, DoHS capture the project details such as the project name, project number, estimated budget for whole project, start and end date of the project, ward number and the name of the Municipality where the project fall under, and then the project will be created on EPWP System. • All employees working on site under that particular project are requested by DoHS representatives during site inspections to submit their certified ID copies for capturing on system under the created project. • Every month EPWP is having monthly meetings with IA's or Contractors whereby monthly reports are being submitted. The main aim of such reports is to track whether contractors do pay workers

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
HUMAN SETTLEMENTS		<p>and how much. Such information is being collected and captured on the EPWP reporting system on monthly basis, as well as to track on how many work opportunities have been created on each month.</p> <p><u>Sub-Contractors:</u></p> <ul style="list-style-type: none"> • The payment of sub-contractors mainly is governed by the contract between the Implementing Agent and the Contractor concerned. However, when a case of non-payment is brought to the attention of the Department, the Department intervenes by warning the implementing implementing Agent concerned of the issue and asking them to remedy the situation within a stipulated time frame. It has always worked subcontractors are paid.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
OFFICE OF THE PREMIER	1) It was resolved that the Office of the Premier (OTP) must monitor the recruitment process in all government departments and local government to ensure that the Gender Equity is achieved.	<ul style="list-style-type: none"> The Gender Equity in Government departments is starting to improve over the years. 4 departments have managed to achieve more than 50% and the majority of departments are sitting at over 40% in terms of females in SMS levels.
	2) It was resolved that the OTP must ensure that all government departments exhaust their own internal Human Resources Process and Legal systems in place when dealing with internal cases before outsourcing is considered.	<ul style="list-style-type: none"> An investigation was conducted with all provincial departments on the utilization of external lawyers in handling disciplinary matters. It was discovered that only few departments were using external personnel; and it was in those circumstances where Members of SMS were involved and in those cases that are said to be 'high profile'. It should also be noted that some of these initiatives are initiated at a political level. Capacity will however be built in terms of the initiative under item three (3) below.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
OFFICE OF THE PREMIER	It was resolved that the OTP must apply strict consequences towards those departments that continue to utilize external lawyers.	<ul style="list-style-type: none"> The Office of the Premier will monitor the utilization of lawyers and the reasons thereof.
	It was resolved that employees and shop stewards must be capacitated to deal with internal disputes and there must also be refresher courses conducted periodically to enhance skills and knowledge.	<ul style="list-style-type: none"> The Office of the Premier has forged partnership with the Commission for Conciliation, Mediation and Arbitration (CCMA) in terms of available training programmes and conferences. In 2019 a CCMA Conference targeting shop stewards was conducted, and this was brought to the attention of all departments. However, shop stewards are at liberty to avail themselves for training in terms of item three (3) below.
	3) It was resolved that the OTP must ensure that time frames are allocated for specific cases and the entire process must be monitored. The OTP must ensure that cases do not lapse	<ul style="list-style-type: none"> The Office of the Premier through the Provincial Labour Relations Forum has come up with a training manual to capacitate government employees as investigating and presiding officers. The training programmes will be rolled out through the Public Provincial Training Academy. Training schedule has been sent out for

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
OFFICE OF THE PREMIER	<p>those specified time frames. The OTP must be more vigorous and accelerate the handling of internal cases and ensure that they are dealt with promptly.</p>	<p>the whole financial year so that departments can make nominations for capacity building.</p>
	<p>4) It was resolved that the OTP must put rigorous pressure on the Department of Labour to ensure that they conduct inspections on government buildings and ensure that proper maintenance thereof takes place.</p>	<ul style="list-style-type: none"> • The Occupational Health and Safety Act together with the SHERQ Policy make provision for the departments SHERQ structures to conduct regular workplace occupational health and safety inspections in the workplaces which are audited by both the Provincial Internal Audit Services in the Provincial Treasury and the Department of Labour periodically.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
OFFICE OF THE PREMIER	<p>It was resolved that by the next sitting of the Workers' Parliament, the Department of Labour in conjunction with Department of Public Works must submit a report to the OTP on the maintenance and upgrading work done in all government departments buildings and ensure compliance on Occupational Health and Safety (OHS) uniform.</p>	<ul style="list-style-type: none"> The Office of the Premier convened an Annual Provincial Safety Health Environment Risk and Quality (SHERQ) Management Indaba on 05 March 2019 where the Department of Labour committed itself to work with the Office of the Premier and the rest of Provincial Departments in ensuring compliance with relevant legislations and policies.
	<p>5) It was resolved that the OTP must ensure that Department of Labour continually checks on the working conditions of the general workers in government departments to</p>	<ul style="list-style-type: none"> One of the recommendations made at the Provincial SHERQ Management Indaba on 05 March 2019 was to investigate the possibility of developing a Provincial Buildings Maintenance Policy in order to strengthen the maintenance procedures in departments.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
OFFICE OF THE PREMIER	ensure decent working conditions.	
	6) It was resolved that the OTP must engage with the DoE on the issues of maintenance of the building since the building is no longer the responsibility of the OTP but rather of the DoE.	<ul style="list-style-type: none"> • The Office of the Premier engaged the Department of Education about the poor upkeep of the DOKKIES facility. • The Department of Education advised that plans for the refurbishment of the facility are being developed by the Department of Public Works and are at an advanced stage. • The department admitted however that funding for day to day maintenance issues was a challenge. • The Office of the Premier agreed to fund essential and critical maintenance work at DOKKIES in the interim, depending on the availability of funds.
	7) It was resolved that in the next sitting, the OTP must give a report on the compliance of issuing of bursaries by government departments. The OTP must monitor that process on a continuous basis	<ul style="list-style-type: none"> • All departments are currently complying with the Skills Development Act and Regulations. Departments are all ring fencing 1% of payroll for skills development. All departments are compiling Workplace Skills Plans which set out the training planned by departments and how funding from the 1% is allocated to training. In addition to Workplace Skills Plans all departments are compiling Human Resource Development Implementation Plans.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
OFFICE OF THE PREMIER	and there must be improvement seen by the next sitting of the parliament.	<p>The current monitoring tools in place are the following:</p> <ul style="list-style-type: none"> ▪ Quarterly and Annual Training Reports compiled by departments. ▪ Quarterly and Annual HRD Implementation reports ▪ PHRDF Quarterly Reporting Template <p>These reports monitor the number of staff trained and utilization of funds.</p>
	8) It was resolved that in the next sitting, the Office of the Premier must submit a report on government departments compliance in rolling out of skills development Programmes. The OTP must develop a strong monitoring tool to monitor the Departments on the number of employees that are capacitated and the funds used thereof for the purposes of skills enhancement.	<ul style="list-style-type: none"> • The Office of the Premier tracks and support departments to ensure full compliance to skills development legislation and prescripts. A compliance tracking report is compiled and updated quarterly. The compliance tracking report reflects the submission of: Workplace Skills Plans (WSP); the Annual Training Reports (ATR); Quarterly Training Reports (QTR) and Human Resource Development (HRD) implementation Reports. • The WSP sets out the planned allocation of training budgets and the QTR and the ATR monitor the number of staff trained and utilization of funds by each department. • The Office of the Premier has in place and utilizes the Provincial Human Resource Development Forum (PHRDF) Quarterly Reporting Template to monitor training and track utilisation of training funds by provincial departments.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
OFFICE OF THE PREMIER		<ul style="list-style-type: none"> • The following regulated tools are currently available to monitor training interventions and the utilization of the training budget by government departments: <ul style="list-style-type: none"> ➤ Quarterly Training Reports; ➤ Annual Training Reports; ➤ Quarterly HRD Implementation reports; and ➤ Annual HRD Implementation reports;
	9) It was resolved that the OTP must ensure that all departments must do away with utilizing labour brokers. More permanent jobs must be created.	<ul style="list-style-type: none"> • The matter was raised at the Collective Bargaining Indaba that was coordinated by the Public Service Coordinating Bargaining Council (PSCBC) and held at the Gallagher Estate in 2018. • The accord was adopted and what is left now is for the Council to come up with the implementation plan; that is not yet concluded.
	10) It was resolved that the OTP must ensure that by the sitting of the next parliament, all government departments obtain the minimum rate of 2% representation employees	<ul style="list-style-type: none"> • The table below reflects a comparison of the disability statistics for the Province between the periods April 2018 to April 2019. • It is clear that there has been some improvement in 8 of the 14 Provincial Departments and a 0.02% overall improvement for the Province as a whole. Unfortunately 5 of the Departments have regressed over the past year and 1 department has not changed.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE			
OFFICE OF THE PREMIER	of disabled persons.	<ul style="list-style-type: none"> The achievement of the 2% was only achieved by 1 Department, namely the Department of Sports & Recreation, with the Office of the Premier being very close at 1.94%. The lack of achievement of the 2% target is not only a challenge in the Province of KZN but is a challenge in most National Departments and Provinces as well. The Office of the Premier continues to monitor and report on the disability status on a monthly and quarterly basis at various structures like the Integrated Provincial Human Resource Management Forum and directly with Departments in the form of the statistical PERSAL Technical report which is distributed to Heads of Department and HR Directors on a monthly basis. 			
		DEPARTMENT	APRIL 2018	APRIL 2019	COMMENTS
		Agriculture	0.60% (16 employees)	0.55% (15 employees)	0.05% regression
		Arts & Culture	1.89% (11 employees)	1.58% (8 employees)	0.31% regression
		COGTA	1.36% (22 employees)	1.70% (27 employees)	0.34% improvement

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE			
OFFICE OF THE PREMIER		Community Safety & Liaison	1.67% (3 employees)	1.09% (2 employees)	0.58% regression
		Economic Dev, Tourism & Env Affairs	1.07% (8 employees)	1.49% (10 employees)	0.42% improvement
		Education	0.03% (35 employees)	0.03% (34 employees)	No change
		Health	0.62% (418 employees)	0.64% (432 employees)	0.02% improvement
		Human Settlements	1.73% (12 employees)	1.67% (12 employees)	0.06 regression
		Office of the Premier	1.50% (9 employees)	1.94% (11 employees)	0.44% improvement
		Provincial Treasury	0.80% (4 employees)	1.67% (9 employees)	0.13% regression
		Public Works	1.60% (27 employees)	1.82% (30 employees)	0.22% improvement
		Social Development	1.02% (40 employees)	1.09% (43 employees)	0.07% improvement
		Sport & Recreation	2.78% (7 employees)	3.21% (8 employees)	0.43% improvement
		Transport	1.24%	1.31%	0.07% improvement

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE			
OFFICE OF THE PREMIER			(48 employees)	(52 employees)	
		PROVINCE OF KZN	0.35% (660 employees)	0.37% (693 employees)	0.02% improvement
	11) It was resolved that the OTP must consider the issue of collaboration between departments to fast track the turnaround claims process of IOD (Injury On Duty).	<ul style="list-style-type: none"> The Provincial Compensation for Occupational Injuries and Diseases (COID) Forum comprising representatives from all provincial government departments and chaired by the Office of the Premier was established during the year 2018/19. The Department of Labour is a permanent member of the Forum. The Forum has prioritized the processing of backlog claims and the Department of Labour is working closely with all provincial departments in this regard. 			

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
PUBLIC WORKS	1) The Department of Public Works must ensure that recipients of contracts in the public service are compliant with all labour laws and regulations.	<ul style="list-style-type: none"> Contract appointments (e.g. interns) are all done in line with existing legislation, regulations and determinations by the Department of Public Service and Administration (DPSA).
	2) There needs to be a limit to the categories of work that are moved to the Expanded Public Works Programme in order for the government to continue creating permanent jobs.	<ul style="list-style-type: none"> The Head of Department for the KZN Department of Public Works has issued a circular to all Public Bodies in the Province advising them on the EPWP Protocols and considerations that must be undertaken and possible use of permanent posts for EPWP purposes.
	3) All advertised posts in municipalities and the public service must take into account the training that the EPWP beneficiaries have undergone and not be overlooked.	<ul style="list-style-type: none"> The Head of Department for the KZN Department of Public Works has issued a circular to all Public Bodies in the Province advising them on criticalness of skills development as part of phase overall 4 strategy to ensure effective exit strategy for EPWP participants

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
SOCIAL DEVELOPMENT	<p>1) It was resolved that the department must increase the number of vehicles, fleet must be in line with the staff establishment to ensure that the departments mandate is met.</p> <p>To procure suitable cars in line with the area they are servicing, e.g. especially bakkies</p>	<ul style="list-style-type: none"> • The Department procures new vehicles every financial year. During 2017/2018 the Department procured 78 vehicles and in 2018/2019 there are 133 vehicles that have been procured. In total the Department is having 982 vehicles. • The Department when procuring vehicles consideration is always given to the different types of areas that we service as the Department. Our Fleet Management Component always procures various types of vehicles, mostly bakkies and sedans. Bakkies are mostly allocated to rural areas where they are most needed.
	<p>2) The Commission resolved that the workers must be allowed to return cars the following day if the return of the car will be beyond time off to get transport of their own</p>	<ul style="list-style-type: none"> • Department has an approved policy on fleet management and it is fully implemented. Employees are encouraged to comply with the provisions of this policy when vehicles are to be utilized beyond official hours. It makes provision for utilisation of Departmental vehicles for overnight and weekend purposes. Officials are aware of the provisions of this policy.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
<p>SOCIAL DEVELOPMENT</p>	<p>3) The commission resolved that since the department is operating under the South African government, it must abide and implement Public Service Co-ordinating Bargaining Council (PSCBC) Resolution 7 of 2015 in-terms of PTO and workplace. It was proposed that the department should meet with the federations after three months to present the progress report on this matter.</p> <p>Definition of workplace should be as per LRA 66 of 1995.</p>	<ul style="list-style-type: none"> • The Department acknowledges the implementation of the PSCBC Resolution 7 of 2015 (Framework Agreement for the Establishment of a Government Employees Housing Scheme). The Department has always been accepting without a problem the PTO's that are submitted by officials in this regard. • The Department of Labour did advise that the definition of the workplace should be as per the Labour Relations ACT 66 OF 1995. As a Department we are in compliance with this Act in that the Provincial Office (Head Office) is defined as a workplace in the

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
SOCIAL DEVELOPMENT		<p>Department and this is according to Labour Relations Act, 66 of 1995 as amended which states that;</p> <ul style="list-style-type: none"> ○ “Work place” – <ul style="list-style-type: none"> ▪ In relation to the public service – ▪ (ii) for any other purpose, a National Department, Provincial Administration, Provincial Department or Organizational Component contemplated in section seven (2) of the Public Service Act, 1994 (promulgated by proclamation 103 of 1994), or any other part of the public service that the Minister of the Public Service and Administration, after consultation with the Public Service Coordinating Bargaining Council, demarcates as a workplace. All the other offices like the Cluster, District, Service Offices and Facilities are just our service delivery points.
	4) The commission resolved that the wellness programme must be decentralised in all districts.	<ul style="list-style-type: none"> • The Department acknowledges that Employee Health and Wellness Programme is critical since it provides support to employees who might have encountered physical and or emotional challenges. At the moment the Department is finalising the Employee Health and Wellness Programme Strategy regarding the decentralisation of these services in all districts.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
SOCIAL DEVELOPMENT		<ul style="list-style-type: none"> • This will subsequently inform the review of our departmental organogram in order to realise our strategy in this regard. However, it must be noted that coordination of these services in all districts is already done by Cooperate Managers in all Districts.
SPORT AND RECREATION	<p>1) The commission resolved that, the department use same approach used in programme by Sport and Recreation where they cluster schools and identify one school with the facility to be used by other schools.</p>	<ul style="list-style-type: none"> • Schools with swimming pools are situated mostly in urban and peri-urban areas. Most schools, especially from the previously disadvantaged schools such as rural areas do not have swimming facilities. • There are 132 schools with swimming pools in the province however, eThekwini has 63 and Umgungundlovu has 40. • There are 84 municipal pools in the province with eThekwini having 55. This represents a skewed picture with UMzinyathi and Harry Gwala districts having no municipal pools. • DSR learn to swim programmes are held at various municipal swimming pools as former Model C and Private Schools have strict policies on usage and without qualified lifesavers and safety Officers on site, there is a serious risk associated with hosting learn-to-swim programmes there.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
SPORT AND RECREATION		<ul style="list-style-type: none"> • The department implements the following programmes to combat the high incidence of drowning in the province: • As a result, the department implemented the Siyaswima programme over the last 3 years in various district municipal/private pools – eThekwini, Zululand and Uthukela. The programme teaches children to swim over 20 lessons and they are equipped with survival techniques to minimize the risk of drowning. The Programme is implemented by accredited instructors through KZN Aquatics and over 540 learners have been taught to swim. • The children were all learners identified from rural schools within the District. Learners have to be equipped with swimming costumes, caps and towels. The learners are accompanied by educators who are also taught to swim. • The high costs of implementing this programme limits its impact in terms of reaching masses. Each year the department has invested over R2,0 m per course and where expenditure is for transport over 3 weekends, accommodation, meals, technical services and instructor payments.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
SPORT AND RECREATION		<ul style="list-style-type: none"> • The department implements a water safety campaign. The department has trained 110 Water Safety Champions (WSC) from 11 districts in partnership with KZN Aquatics and Lifesaving SA. The training was held from 1 November – 11 December 2018. Presently the department is rolling out its water safety campaign in schools and 11,000 Primary School learners (Grade 1 – 4 or 7 -11 years) from rural and disadvantaged communities learn water safety techniques, and overcome the fear of water, which is useful in rural areas due to the rivers and dams some of them are required to navigate when going to school or when playing. • The department has begun to roll-out this programme with each Water-Safety Champions equipped with the necessary skills and learning material to empower the learners. The training programme implemented with the Water Safety Champion is accredited by Lifesaving SA and they have been also provided with appropriate attire to be easily recognisable.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
SPORT AND RECREATION	Trained educators to train their learners.	<ul style="list-style-type: none"> • Due to this high cost, the department then trained and qualified a number of volunteers as instructors. In partnership with KZN Aquatics the department implemented a December Holiday Programme from 10-21 December 2018. The programme was implemented at 10 municipal pools. In total, 1045 learners & members of the public received Learn-to-Swim training. • Cost of placing instructors at all pools for the designated time was R200 000 whilst the impact was 1045 people being taught to swim.
	2) The Commission resolved that, MOU between the Department of Sport and Recreation and Department of Education be reviewed so that it enables disadvantaged talented learners to be assisted.	<ul style="list-style-type: none"> • The MEC directed that the Collaboration Agreement that was in place between the Departments of Education and Sport and Recreation (2013) needed to be urgently reviewed. The MEC appointed a Task Team who successfully completed the review. An amended Memorandum of Agreement (MOA) was signed between the MEC for Arts, Culture, Sport and Recreation, Mrs B.N. Sithole-Moloi and the MEC for Education, Mr Mthandeni Dlungwana on 7 April 2017 in Durban. • The MOA is extended to include the promotion of Arts & Culture in schools. In brief, the purpose of the MOA is for the three departments (DAC/DOE/DSR) to constitute themselves in a

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
SPORT AND RECREATION		<p>partnership for mutual benefit in promoting access to sport and recreation,</p> <p>creative and cultural learning and experience in KZN. The agreement between DSR and DoE indicates that sport in-school, local level and circuit levels is the responsibility of DoE.</p> <ul style="list-style-type: none"> • The school sport programme continues to be priority area for sport development and in the province and as such the country. The School Sport Programme is implemented through three National SA School Sports Championships that take place in a three-seasonal format: Winter Games (July), Summer Games ((December) and Autumn Games (March/April). Talented learners from the school sport programme are awarded a Ministerial Bursary with 8 KZN Learners placed at various Sport Focus Schools in the province. Each bursary is worth R100 000 per year. • In addition, the department has 10 sport scholarship holders who are learners identified from the school sport programme. • Talented learners from the programme are also given an opportunity to be part of the department’s Elite Athlete Development Programme

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
SPORT AND RECREATION		(EADP) placed at PRIME High Performance Institute at the Moses Mabhida Stadium.
	3) The Commission resolved that, the government bring back all those properties so as to be accessed by communities and schools.	<ul style="list-style-type: none"> • The sports facilities are owned and managed by the municipalities. Once the facility has been built, it is handed over to the municipality for control and maintenance. Combination courts are handed over to schools with the provision that they are made accessible to communities. • Municipalities receive a maintenance grant with the department also providing maintenance equipment to municipalities to ensure facilities are maintained. The department has built 338 sport and recreation facilities in communities and schools within local municipalities – 79 kick-about sport fields, 96 combination courts, 99 play gyms, 44 outdoor gyms and 20 major sport and recreation facilities over the last five years.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
TRANSPORT	1) Failure by the Department of Transport to send officials to the 2018 Workers' Parliament and the Commission shows contempt and disrespect towards workers.	<ul style="list-style-type: none"> The KwaZulu Natal Department of Transport wishes to convey its sincere apology for the picture that has been created that Worker's Parliament is not taken seriously. We want to re-affirm our commitment and respect of the Worker's Parliament.
	2) All represented labour federations in the 2018 Workers' Parliament must write to the department and demand reasons for the absence of officials in the commissions.	<ul style="list-style-type: none"> In 2017 Mr S. Mbhele, Regional Chief Director for Durban was directed to represent the Department. In his report he indicated that he did attend the Workers' Parliament as instructed however the proceedings started later than scheduled. At 14:10 when parliament adjourned for lunch he had to drive back to Pinetown to attend to an emergency in the office. In 2018 Ms P. Sithebe Director EPWP fell ill on the day and did not manage to find a representative.
	3) The Speaker of the Legislature must write a letter to the Premier and request him to call to order the Members of the Executive Council that do	<ul style="list-style-type: none"> The KwaZulu Natal Department of Transport wishes to convey its sincere apology for the picture that has been created that Worker's Parliament is not taken seriously. We want to re-affirm our respect of the Worker's Parliament and confirm that activities of parliament are taken by the Department seriously.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
	not attend the Workers' Parliament.	